

Anti-Modern Slavery Principles

Modern slavery is an egregious form of human rights abuse which deprives victims and survivors of their dignity, fundamental rights, and freedoms. Modern slavery encompasses a range of serious exploitative practices, including trafficking in persons, slavery and slavery-like practices such forced marriage, servitude, forced labour, deceptive recruiting and debt bondage.

Mindpearl takes a principled stand in the global effort to eradicate modern slavery, condemning all forms of human trafficking and commercial exploitation. We acknowledge and respect human rights in our operations and supply chains, and understand the importance of identifying and addressing human rights impacts. For this reason we have introduced a whistleblowing hotline for anonymous reporting.

Mindpearl employees are not coerced to work. We ensure full disclosure of employment terms and conditions in advance without misrepresentation. Payment is made regularly, as agreed and in accordance with employment contracts and any applicable laws and regulations.

We categorically reject the use of forced labor, whether it be prison labour, bonded labour or debt labour, physical punishment, abuse, slave labour or trafficked persons. Mindpearl employees have the freedom to consent to employment and the right to leave at any time, with reasonable notice.

Mindpearl complies with the employment and labor laws in every country and region in which we operate. We steadfastly uphold fundamental human rights for all people and never tolerate complicity in human rights abuses. We expect our suppliers and business partners to share and uphold these commitments.

We are committed to the health and safety of our employees and comply with all applicable health and safety laws and guidelines.

APPROVAL

This statement is made on behalf of the companies of Mindpearl Group. The Board of Directors approved this statement at its meeting on 15 January 2024.